

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
05-CA-250862Date Filed
10/29/19**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|
| a. Name of Employer Tesla Motors | b. Tel. No. (804) 219-4999 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 9850 W. Broad St VA Glen Allen 23060-_____ | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-Mail (b) (6), (b) (7)(C) @tesla.com |
| | h. Number of workers employed 6 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Specialty) | j. Identify principal product or service Solar/electric vehicle sales |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page-- | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____ | |
| 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-Mail (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | |
| By (b) (6), (b) (7)(C) (signature of representative or person making charge) | Title: (b) (6), (b) (7)(C) (Print/type name and title or office, if any) |
| Address (b) (6), (b) (7)(C) | Tel. No. (b) (6), (b) (7)(C) |
| | Office, if any, Cell No. |
| | Fax No. |
| | e-Mail (b) (6), (b) (7)(C) |
| | 10/29/2019 16:40:56 (date) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C) | Verbal Warning | (b) (6), (b) (7) /2019 |

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

December 9, 2019

Jaime L Bodiford, Esq.
Tesla, Inc.
901 Page Avenue
Fremont, CA 94538

Re: Tesla Motors
Case 05-CA-250862

Dear Ms. Bodiford:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement, and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: (b) (6), (b) (7)(C)
Tesla Motors
9850 W. Broad Street
Glen Allen, VA 23060-4171

(b) (6), (b) (7)(C)